



Hiring Manager's New Year's Resolution Guide

46%

of medical affairs professionals ended 2022 in the same role in which they started.



20% cited poor fit with the company culture as their reason for seeking new employment.



2/3 of life science companies identified "people recruitment and retention" as the top area for investment in 2023.

Hiring Manager's Resolution:
Place increased emphasis on other qualifications outside of a candidate's degree & years of experience.

SCREEN FOR LEARNING AGILITY

The roles and responsibilities of medical affairs staff are always evolving. Their background isn't helpful if your hire can't adapt to changing times. Finding candidates with experience who can pivot, think differently, and charge ahead in the face of ambiguity and uncertainty are employees who will produce the highest ROI for your organization.



BUILD BLENDED TEAMS

Consider nontraditional backgrounds to maximize hiring budget.
For example: as trials become more patient-centric, physician assistants and nurses have a unique understanding of the patient experience and can provide invaluable perspectives. Plus their experience communicating with patients helps them explain often overlooked insights and guidance to KOLs.

MAKE YOUR OFFER STAND OUT

If you can't budge on key qualifications, get creative with benefits that really matter to candidates. Find out how to increase a candidate's job satisfaction and decrease turnover by building a custom offer.

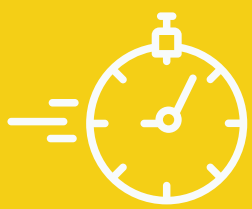
Learn How TriNet is Uniquely Positioned to Help Your Recruitment Efforts

We assign you a dedicated recruitment team that works with you to;

- Consult on candidate offers so they are competitive in the market, including benefits candidates desire.
- Curate a comprehensive, targeted candidate list to present your role to all qualified applicants.
- Craft custom digital marketing campaigns that attract interest from even passive candidates.



*Finding your perfect hire starts with **sourcing the best talent***



Save time screening without missing the diamond in the rough.

We don't use automated screening tools, we interview and build a relationship with every candidate we submit, we save you time while ensuring you get:

- Fully vetted candidates that can meet your requirements.
- An executive summary presentation that highlights soft skills that are often missed on a resume.
- Insights and recommendations on personality and culture fit.

As an outcomes-based firm, we're invested in helping you close the deal. Your recruitment team is here to help with:

- Interview scheduling and reference checks.
- Feedback on candidate hesitations and negotiation support.
- Compliance and training support.



*It's not over until your candidate is **secured and hired.***

